

EXHIBIT 6

The law requires employers to display this poster where employees can readily see it.

OVERTIME PAY

At least 1½ times the regular rate of pay for all hours worked over 40 in a workweek.

CHILD LABOR

An employee must be at least 16 years old to work in most non-farm jobs and at least 18 to work in non-farm jobs declared hazardous by the Secretary of Labor. Youths 14 and 15 years old may work outside school hours in various non-manufacturing, non-mining, non-hazardous jobs with certain work hours restrictions. Different rules apply in agricultural employment.

TIP CREDIT

Employers of "tipped employees" who meet certain conditions may claim a partial wage credit based on tips received by their employees. Employers must pay tipped employees a cash wage of at least \$2.13 per hour if they claim a tip credit against their minimum wage obligation. If an employee's tips combined with the employer's cash wage of at least \$2.13 per hour do not equal the minimum hourly wage, the employer must make up the difference.

NURSING MOTHERS

The FLSA requires employers to provide reasonable break time for a nursing mother employee who is subject to the FLSA's overtime requirements in order for the employee to express breast milk for her nursing child for one year after the child's birth each time such employee has a need to express breast milk. Employers are also required to provide a place, other than a bathroom, that is shielded from view and free from intrusion from coworkers and the public, which may be used by the employee to express breast milk.

ENFORCEMENT

The Department has authority to recover back wages and an equal amount in liquidated damages in instances of minimum wage, overtime, and other violations. The Department may litigate for each willful or repeated violation of the minimum wage or overtime pay provisions of the law. Heightened civil money penalties may also be assessed for violations of the FLSA's child labor provisions in and/or recommend criminal prosecution. Employers may be assessed civil money penalties in instances of willful or repeated violation of the minimum wage or overtime pay provisions of the law. Heightened civil money penalties may also be assessed for violations of the FLSA's child labor provisions in and/or recommend criminal prosecution. Employers may be assessed civil money penalties in instances of willful or repeated violation of the minimum wage or overtime pay provisions of the law. Heightened civil money penalties may also be assessed for violations of the FLSA's child labor provisions in and/or recommend criminal prosecution. Employers may be assessed civil money penalties in instances of willful or repeated violation of the minimum wage or overtime pay provisions of the law.

ADDITIONAL INFORMATION

- Certain occupations and establishments are exempt from the minimum wage and overtime pay provisions.
- Special provisions apply to workers in American Samoa, the Commonwealth of Puerto Rico, Mariana Islands, and the Commonwealth of the Northern Mariana Islands.
- Some state laws provide greater employee protections, such as minimum wage and overtime pay provisions, than the FLSA. It is important to know and understand your state's laws.
- Some employees (university classified employees, student workers, and employees of the Federal Reserve Bank) are exempt from the FLSA's minimum wage and overtime pay provisions.
- Certain full-time students, student workers, and employees of the Department of Labor may be exempt from the minimum wage and overtime pay provisions.

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